

Diversity & Equity

Principle

As the provider of a service for young children and their families, it is important to facilitate equity, acceptance and social justice in planning programs.

The following principles inform and guide the delivery of children’s programs:

- The need to foster the development of every child’s agency, self-esteem and pride in family, ethnic and linguistic heritages.
- Promotion of first language – the importance of maintaining and encouraging a child’s ability to utilise his/her first language while providing an environment whereby the dominant language can be acquired.
- To understand the context of a child’s life ensuring there are active links between the child’s experiences at home, in community, the child care centre, pre-school and eventually school.

Procedure

ECMS services will:

- Promote the use of first language and actively value and encourage bi-lingual skills in children where appropriate
- Use of a variety of multi-cultural toys, books and equipment
- Ensure, wherever possible, information and signage is translated into languages of all users when required
- Actively seek to employ bi-lingual educators.
- Provide English as a second language support for children of a non-English speaking background.
- Ensure that all children in the program have the opportunity to experience the variety of cultures in the community in which they live; including materials in the program that reflect the everyday living of the cultures and discussions with the children about similarities and differences and support children to acknowledge and accept diversity.
- Provide in-service training for educators about various cultural traditions
- Invite community members and parents to participate in the sharing of celebrations and festivals in the children’s programs

Policy Created Date	February 2015, Reviewed September 2016
Policy Review Date	September 2018
Sources and Further Reading	FKA Centre for Community Health (2007) Working with Culturally and Linguistically Diverse (CALD) families, Childcare and Children’s Health

	DEEWR Child care inclusion and support program www.facs.gov.au
Related to NQS Q.A	1.12, 6.2.1